



GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Wednesday, May 22, 2019 at 8:30 a.m.
Southeast Community College, 8800 O Street, Lincoln NE in V-103, 104

DRAFT MINUTES

Board Members Present

Rod Armstrong	Tim Bornemeier	Angela Caldwell	Chris Callahan
Connie Daly	Jane Goertzen	Pat Haverty	Paul Illich
Steve Jones	Ashley Krajewski	Julie Panko-Haberman	Joanne Pickrel
Sherla Post	Matt Scott	Vi See	Randy Sterns
Carol Swigart			

Board Members Absent

Travis Beck	Jessica Bergmann	Cheryl Brandenburgh	Eric Broulette
Melissa Carpenter	Deb Cremeens-Risinger	Leon Holloway	Ron Kaminski
Sue White			

Staff

Opal Doerr, City of Lincoln-Urban Development
Jan Norlander-Jensen, Workforce Administrator
Scott Tharnish, City of Lincoln-Finance

Presenters and Guests

Dawn Carrillo, NDOL
Alexis Dobler, Capital One
Karly Hernandez, NDOL
J Kroll, ResCare
Michelle Olson, ResCare
Cherisa Price-Wells, ResCare
Jill Sand, SCC
Bryan Seck, LPED
Gary Targoff, Targoff Consulting
Nate Woods, National Able

Call to Order/Open Meetings Act

Carol Swigart called the meeting to order at 8:36 a.m. by welcoming everyone to the meeting of the Greater Lincoln Workforce Development Board. The Board follows federal and state guidelines for open meetings. A copy of the Nebraska Open Meetings Act was presented and available for review upon request. Notice of this meeting had been published in the Lincoln Journal Star, posted on the Greater Lincoln Workforce Development Board webpage, and on the City of Lincoln's online events calendar.

Roll Call for Quorum

Julie Panko Haberman, Board Secretary, called the roll. There were 16 members present at the time of the roll call, which constituted a quorum. An additional member arrived a few minutes later, bringing the number present to 17.

Approval of Minutes from March 20, 2019

Carol Swigart called the Board's attention to minutes from the March 20, 2019 Board meeting, which were in the meeting packet and distributed in advance via email. There were no corrections offered. A motion to approve the March 20, 2019 minutes was made by Joanne Pickrel and seconded by Sherla Post. The motion passed by unanimous voice vote.

Amendments to Board Bylaws

Carol Swigart directed the Board to the proposed amendments to the Board's Bylaws, which they had received in advance via email on April 26, 2019. Julie Panko-Haberman introduced the amendments that would put the Bylaws in compliance with monitoring findings from the Nebraska Department of Labor. Jan Norlander-Jensen reviewed the proposed changes with the Board. One amendment would clarify the reasoning for the staggered appointment terms, a second amendment would provide additional details describing the function of the board and its committees, and the third amendment would clarify the option of a board member who could not attend to send a designee, but the designee would not have voting rights or be included in the quorum count.

A motion to approve the amendments to the Board Bylaws was made by Tim Bornemeier and seconded by Matt Scott. The motion passed by roll call vote, 17 in favor, 0 against, 0 abstentions.

Board Action for Program Year 2019

❑ Revisions to the Plan Modification for Greater Lincoln and the Southeast Region

Carol Swigart directed the Board's attention to page 4 of the meeting packet. Jan Norlander explained that the Plan Modification (pending public comment) had been previously approved by the Board for submission to the Nebraska Department of Labor. No public comment was received, and the modification was then approved by the Executive Committee for submission to the Nebraska Department of Labor (NDOL). Jan also summarized revisions that were made at the request of NDOL. The Board is now being asked to approve the revisions to the Plan Modification for Greater Lincoln and the Southeast Region.

Jan and Gary will attend the Greater Nebraska Workforce Development Board meeting on May 23, 2019 to request Greater Nebraska approval of the Southeast Regional portion of the Plan Modification.

A motion to approve the revisions to the Plan Modification for Greater Lincoln and the Southeast Region was made by Chris Callihan and seconded by Paul Illich. The motion passed by roll call vote, 17 in favor, 0 against, 0 abstentions.

❑ Estimated Allocations for Adult, Dislocated Worker and Youth Programs

Members reviewed the estimated allocations for Greater Lincoln for the Program Year 2019. Compared to estimates provided in the previous year, allocations show more than a \$100,000 increase.

Ashley Krajewski explained transitional jobs under the Adult and Dislocated Worker programs. Transitional job programing allows clients to try out work experiences. Because WIOA funding to Greater Lincoln has increased slightly the past few years, taking an opportunity to identify funds to implement transitional job programing is now recommended by the Strategic Initiatives Committee.

A Best Practices "Try Out Employment" program has been implemented successfully in Kansas. Omaha is also looking into this kind of programing. The first step is to get approval from the Board to allocate the funds. The second step is to review local policies for any suggested amendments. Finally, in step three, the Board will work with the local service provider to help promote Try Out Employment.

A motion to accept the allocations and approve budgeting up to the allowable 10% of Adult and Dislocated Worker Program funds for Transitional Jobs (Try-Out Employment) was made by Joanne Pickrel and seconded by Tim Bornemeier. The motion passed by roll call vote, 17 in favor, 0 against, 0 abstentions.

❑ One Stop Operator and Service Provider Contract Renewals

Tim Bornemeier thanked Shirley Carlson for her work with the compliance monitor review of ResCare Workforce Services that included activity from 07/01/2018 to 3/30/2019. While the data indicates many areas to improve, performance tracking has drastically improved, especially in comparison to the lack of transparency of the previous service provider. The Board now has a good understanding of what is and is not working well. Identifying an issue is the first step toward addressing it. No part of this review was unexpected.

Michelle Olson provided updates on activities since 3/31/19. April has been very busy for the American Job Center, with efforts primarily focused on lay-offs. Eight hiring events in the past six weeks resulted in twenty job hires. Omaha Steel in Wahoo and the US Census were the primary employers at the hiring events. In April, ResCare hired three new staff who are now in training, including a navigator for the resource room. Sharing a quality assurance staff person with the TANF contract is an exciting opportunity.

In April, Dislocated Worker (DLW) and Youth programs missed enrollment goals, but the Adult program met its goals. So far this year, 10 Dislocated Workers, 41 Youth and 45 Adults have enrolled. DLW is the

most challenging category, but hiring events should help. One hiring event will be in Saunders County, which has been an especially challenging location. Summer youth program will be a major emphasis for the next quarter and should improve Youth enrollment numbers.

The need to transfer funds from the DLW allocation to the Adult program was discussed; a future request for action will be presented at the next Executive Committee meeting.

Responding to a question, Michelle Olson said most of the layoff positions have been in retail, and most of those were in apparel retail. A Board member observed that the demand for part-time workers is very low right now.

In summary, Tim Bornemeier said that, based on review of this monitor report, significantly improved transparency, and ResCare's efforts to address areas of concern, the Compliance and Accountability Committee recommends a one-year renewal of the contracts with ResCare performing as the One Stop Operator and WIOA Service Provider.

A motion to approve renewing the Adult/Dislocated Worker, Youth, and One Stop Operator contracts with ResCare Workforce Services for the period of July 1, 2019 through June 30, 2020 was made by Tim Bornemeier and seconded by Rod Armstrong. The motion passed by roll call vote 17 in favor, 0 against, 0 abstentions.

Jan Norlander-Jensen commented that the next steps toward renewing of the contracts include notifying the City Purchasing Office of Board action, actual contract negotiations with ResCare Workforce Services, and final approval by Mayor Gaylor Baird.

Chairperson's Remarks

A 2019 Nebraska Workforce Development Conference will be held at the Scott Center in Omaha on September 5th and 6th. Please mark your calendars and attend if possible; more information will be forthcoming.

Partner funding agreements have been successfully completed through 6/30/2019. Rod Armstrong and Julie Panko-Haberman will be hosting a work session on June 4th for the next round of funding agreements.

Workforce Initiatives

☐ **Southeast Regional Sector Strategies**

Gary Targoff presented on the three initiatives in SE Region, two of which use the Next Generation Partnership model. In this model, industry participants set the tone and the public sector is a resource by invitation.

1. ***York/Seward/Thayer County Manufacturing Collaborative*** –The group has worked with Southeast Community College to develop manufacturing technician curriculum to be used to train individuals who are interested in manufacturing careers. The intent is that graduates of the curriculum are guaranteed an interview with a member of the collaborative.
2. ***RAMP (Regional Advanced Manufacturing Partnership)*** – Long-distance geography has been a challenge for this initiative. The partnership now has participants from Kansas, Nebraska and Iowa. Southeast Community College has helped greatly by providing video conference technology to the partnership.
3. ***Southeast Nebraska Health Care Partnership*** – Gary is a co-convenor of this initiative, along with Bryan Seck (Lincoln Partnership for Economic Development) and Marguerite Himmelberg (SCC). Comprised of representatives of Lancaster, Seward, Saline, and Gage counties, the partnership has held four, in-person meetings since August 2018. The group of about 40 has two primary goals:
 - Care coordination to make health services more efficient and smoother – specifically the transfer of patients between acute and hospital care. While this coordination only indirectly impacts workforce development, it does reflect the industry-driven nature of the Next Generation Partnership model. They have developed software that has been piloted successfully by Bryan Health.
 - Recruitment and building the talent pipeline for health professions. As part of that, the partnership has surveyed members to identify medical technical fields in need of workers – med techs, medical assistants, CNAs, LPN's. They have also identified targeted populations from whom they

can recruit successfully – older workers, refugees or immigrants, veterans, and dislocated workers. They are also trying to identify the obstacles in hiring workers from those populations. They hope to develop a recruitment model that can be used by other health care partners.

Gary observed that Next Generation Partnership groups vary in their success rate and their ability to sustain themselves. In general, the most successful groups have strong WIOA connections and the support of industry leadership that is involved and invested.

❑ **LPED Unified Talent Strategy – Rachel Placzek, Bryan Seck**

Rachel Placzek and Bryan Seck shared the four Unified Talent Strategy goals identified by the Lincoln Partnership for Economic Development:

Goal 1: Cultivate and promote Lincoln as an excellent place to live, work and play.

Goal 2: Connect people and agencies to business.

Goal 3: Enable access to talent in and outside Lincoln across industries and skills.

Goal 4: Remove barriers to success for employers and talent pipeline.

Rachel and Bryan described LPED's work to reach those goals. *For further detail, see the presentations link for this Board meeting: www.lincoln.ne.gov, keyword: workforce.*

❑ **Southeast Community College Health Sciences Building – Dr. Paul Illich, Jill Sand**

Dr. Paul Illich shared Southeast Community College's 2015-2019 Achievements, especially the extensive improvements to facilities planned throughout the 15-county region. SCC will also be moving to a semester calendar which will better coordinate with the University of Nebraska, at which many SCC graduates pursue further education. SCC has also updated their website, added community relations staff, and adopted branding, including a new logo. *For further detail, see the presentations link for this Board meeting: Lincoln.ne.gov, keyword: workforce.*

Jill Sand, Health Sciences Dean, shared and commented on a virtual walk through of the Health Sciences Building which is under construction on the Lincoln SCC main campus. The virtual walk through can also be viewed on the SCC website at: <https://www.southeast.edu/facilities-lincoln/>.

Miscellaneous

No topics were added.

Public Comment/Adjourn

There were no public comments. The meeting was adjourned at 10:15 a.m. The next full Board meeting is scheduled for Tuesday, September 17, 2019 at 8:30 a.m. at The Career Academy, 88th & O Street, Room 200, Lincoln, NE.